

CARL C. BOSLAND, ESQ.

Email: carlbosland@msn.com

Web: www.fmlacounsel.com

Blog: **The FMLA Blog**, http://federal FMLA.typepad.com/fmla_blog

Present Occupation: Arbitrator, Mediator, Fact Finder, and FMLA Consultant

Primary Business Address:

1390 Ash Street
Denver, CO 80220
Phone: (720) 560-2207
Fax: (303) 320-9388

Second Business Address:

6 Blossom Drive
Basking Ridge, NJ 07920
Phone: (720) 560-2207
Fax: (303) 320-9388

PERMANENT ARBITRATION PANEL MEMBERSHIPS:

New DC Major League Baseball Stadium Project Labor Agreement
Internal Revenue Service/National Treasury Employees Union, Arizona, Colorado, Montana, Nevada, New Mexico, and Utah
U.S. Postal Service/American Postal Workers Union, Expedited & Regional, Mid-America, Central Plains

ARBITRATION ROSTERS

National

Federal Mediation and Conciliation Service	National Mediation Board
National Arbitration and Mediation	National Arbitration Forum

State/City

Oregon Employment Relations Board	DC Public Employee Relations Board
California Mediation & Conciliation Service	Montana Board of Personnel Appeals
Los Angeles Employee Relations Board	Alaska Labor Relations Agency
Nebraska Commission of Industrial Relations	Kansas Public Employee Relations Board
Idaho Department of Commerce & Labor	Rhode Island Dept. of Labor (arbitrator/mediator)
Nevada Local Government Employee-Management Relations Board	

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2002-Present: Arbitrator, mediator, fact finder. Arbitrate/mediate public (federal, state, city) and private sector labor/employment cases. Issued 100+ written decisions in the past 3 years. **1999 to 2002:** Deputy Managing Counsel, U.S. Postal Service Law Department, Western Area, managed full-service legal office and served as the principal labor/employment counsel to senior management in 22-state area, covering 118,000 employees in multiple bargaining units located in 8300 facilities. Lead attorney/manager of national EEO class action team in several large administrative EEO cases. Member, Practice and Procedure Committee, NLRB Region 27. **1991 to 1999,** labor/employment law attorney, U.S. Postal Service, Northeast and Western Areas, responsible for representing the agency in NLRB, EEO, MSPB, OSHA, and federal district court cases. Served as Manager of national MSPB Task Force defending agency in thousands of adverse action appeals arising out of national reorganization. **1986-1991,** associate in private sector New Jersey law firms responsible for counsel and representation of individuals and employers in labor and employment law matters.

INDUSTRIES:

Federal sector; U.S. Postal Service; civilian military; construction; corrections; city services; health care; custodial; airport operations; zoo operations; clerical; transportation; retail supermarkets; manufacturing; mining; and commercial food industries.

ISSUES:

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal; Contract disputes; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability/Reasonable Accommodation; Race Discrimination; National Origin Discrimination, Religious Discrimination; Sex Discrimination; Retaliation/Reprisal; Drug/Alcohol Offenses; Due Process; Just Cause; Family and Medical Leave Issues; Leave; Vacation; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Disputes; Management Rights; Official Time; Past Practices; Pay Issues; Promotion; Safety/Health Conditions; Schedule Changes; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Union Security.

EDUCATION

LL.M. Labor Law	New York University	1990
Recipient, Seymour Goldstein Memorial Prize for Academic Excellence in Labor Relations		
J.D. Law	Fordham University	1986
B.A. Political Science	Hobart College	1983

CERTIFICATIONS & LICENSES

Conflict Resolution	University of Utah	1999
Recipient, Outstanding Mediator Award of the Class of 1999; <i>Negotiari Cum Vis</i> (Power Negotiator) Award		
Law	New York	1991
Law	New Jersey	1986

SIGNIFICANT PUBLICATIONS

A Federal Sector Guide to the Family and Medical Leave Act & Related Litigation (Dewey Publications, Inc. 2003) & 2005 Supplement (Dewey Publications, Inc. 2005). Second edition due out in Fall 2007.
A School Administrator's Guide to the Family and Medical Leave Act (Rowman & Littlefield, April 2007)
Certified FMLA Violation, The Federal HR Edge (FPMI Solutions, Sept. 2004 Vol. 15, No. 9)
What You Don't Know Can Get You Sued, Government Executive (April 1, 2004)
Beware the Four-Headed Hydra: The Family and Medical Leave Act in the Federal Sector, SFLERP Reporter, Vol. 2004 No. 1 (March 2004)
'End Run' Bargaining, New Jersey Lawyer, No. 137 (Nov./Dec. 1990)

PROFESSIONAL AFFILIATIONS

Labor and Employee Relations Association	SHRM
Association for Conflict Resolution	American Bar Association
New York Bar Association	New Jersey Bar Association
Society of Federal Labor and Employee Relations Professionals	
International Public Management Association for Human Resources	